

Suffolk GP Federation CIC Person Specification



Role: Deputy Quality Lead / Deputy Chief Nurse	Department: Quality
Date Reviewed: 4 September 2026	

Clinical Practice

E	Current professional clinical registration with the NMC, HCPC or GPhC.
E	Substantial post-registration clinical experience across primary, urgent or community care settings.
E	Strong knowledge of clinical risk assessment and safeguarding frameworks.
D	Prescribing qualification.

Education, Training, Qualifications and Experience

E	First degree in a clinical or healthcare field.
E	Evidence of continuous professional and leadership development.
E	Experience leading clinical audits, quality improvement projects or service reviews.
E	Experience investigating incidents, handling complaints or participating in PSIRF processes.
D	Master's degree, or working towards one, in Clinical Governance, Quality or Healthcare Management.
D	Formal management qualification.

Leadership and Management

E	Experience of matrix management or clinical supervision of multidisciplinary staff.
D	Experience in a CQC Registered Manager or deputy compliance role.
D	Experience working across organisational boundaries within an ICB footprint.

Improving Quality and Developing Practice

E	Deep understanding of CQC Fundamental Standards and regulatory frameworks.
E	Ability to analyse quantitative and qualitative data, including audit data and EPACT reports, and present concise reports.
D	Experience with Controlled Drugs governance and medicines auditing.
D	Knowledge of digital clinical safety standards, including DCB0129 and DCB0160.
D	Familiarity with SystmOne clinical systems and governance reporting software.

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview
 Essential: E Desirable: D

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Personal Qualities and Physical Attributes

E	High resilience, with the ability to manage competing priorities and frequent interruptions.
E	Ambitious clinician seeking formal progression into executive-level leadership.

Values and Behaviors

E	Open and inclusive leadership approach that embodies Just Culture principles.
E	Excellent interpersonal skills, with the ability to influence and constructively challenge senior peers.

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview
Essential: E Desirable: D